

## OUTCOME XM-DAC-41146-MDA\_D\_1.1

### **More women fully participate and lead in gender responsive governance processes and institutions, including in the security sector**

The outcome was fully achieved. The number of women who participate and lead gender responsive governance processes exceeded the aggregated annual targets set for the Strategic Note (SN) implementation period of 2018-. Moreover, the scope of the outcome was extended in 2022 with the response to the refugee crisis resulted from Russia's war against Ukraine. In 2022, significant steps towards the achievement of the outcome and institutionalization of UN women's contribution to the country's gender equality agenda were registered. A total of 2,043 public servants (including 1,533 women, representing all Central Public Authorities, including the electoral management bodies and the security and defence sectors, as well as the 201 women-led Local Public Authorities) have enhanced capacities to mainstream gender in policies, budgets, prevent and combat gender-based discrimination and harassment within their institutions. UN Women contributed to this through its continuous expert support in partnerships with Academia and Civil Society Organizations in 2022.. To sustain the results achieved, three on-line courses on "Gender equality in public administration", "Prevention of sexual harassment in the workplace" and "Women, Peace and Security" were developed and institutionalized on the E-learning platform of the Public Administration Institute and included in the 2023 Training Plan of Public Servants from Moldova. 14 women civil society leaders, equally representing both banks of Nistru joined a Women's Advisory Board established to advance women's meaningful participation in conflict settlement and peace processes. Three Women's Discussion Platforms comprising 45 women from Transnistrian region were created to support women's leadership, community-based peacebuilding and human-security. A two-year flagship project from the UN Peacebuilding Fund was secured by UN Women to promote inclusive peace, trust and social cohesion on both banks of Nistru river through the advancement of gender equality and human rights implemented in partnership with UNDP and OHCHR. At the local level, 44,932 beneficiaries, (including 24,025 women/girls and 20,907 men/boys) in 44 communities benefitted from gender-inclusive social infrastructure and services as result of 61 local initiatives implemented with Sweden and EU support with communities contributing with over 50% of the funds from local budgets and private citizens. Gender-responsive lawmaking and oversight was strengthened with the establishment of a cross-party Women's Parliamentary Caucus in 2022 supported by UN Women along with UNDP, UNFPA and UNICEF. The Caucus succeeded to table a joint bill voted into law that grants mothers the right to receive both the maternity allowance and salary, thus enabling their labor force participation, decreasing the burden of unpaid care work and securing their place of employment upon return from maternity leave. Policy frameworks advancing gender equality and women's empowerment were further strengthened in 2022. The Government developed key policy documents aligned with the gender equality requirements for EU candidacy status granted to Moldova in 2022. Thus, a new National Programme and Action Plan to Accelerate Progress on Gender Equality and the second generation National Programme and Action Plan for the implementation of the United Nations Security Council Resolution (UNSCR) 1325 were drafted. Important progress to advance Gender Responsive Budgeting (GRB) at national level was achieved. The Government of Moldova committed under the Updates to the Memorandum of Economic and Financial Policies with IMF from 7 September 2022 to strengthen gender equality efforts towards building the tracking and reporting system on gender-related spending in the public finance management. Thus, the new Public Finance Management (PFM) Strategy for 2023-2030 builds on the findings of Gender Responsive

Public Financial Management Assessment , as part of Moldova's Public Expenditure and Accountability Assessment (PEFA), released in 2022. UN Women CO succeeded to partner with the IMF office in Moldova, EU Delegation and World Bank around a common advocacy agenda to accelerate GRB in Moldova. As part of the gendered policies and development plans the national statistical system will get more attention by 2030 as the new strategy was approved and the SDG monitoring framework endorsed by the Government. Four state institutions committed to integrate gender equality principles in their policies and processes thanks to UN Women assistance. Namely, the Ministry of Foreign Affairs and European Integration has a Gender Action Plan following the first Gender Audit and a revised Law on Diplomatic Service to reflect gender perspective. Concurrently, a Gender Audit of 8 internal regulations of the Central Electoral Commission (CEC) and the Centre for Continuous Electoral Training (CCET) was completed in 2022. The CCET adopted a Regulation to Prevent and Combat Sexual Harassment . The CEC drafted a similar regulation, subject to approval. The National Penitentiary Administration approved an Internal Regulation on Prevention, Examination and Reporting Gender-based Discrimination, Harassment and/or Sexual Harassment . Humanitarian action Further to the invasion of Russia into Ukraine, the scope of the outcome was extended as UN Women Moldova engaged into humanitarian response to provide essential life-saving support, protect refugee women and girls from gender-based violence, mainstream gender equality and contribute to better coordination of refugee response provided at the country level by the Government of the Republic of Moldova, UN Agencies, international and local CSOs. 6,277 refugee women and girls , and their families benefitted from emergency food and non-food items, protection services, social integration, livelihood and economic opportunities, and information about their rights and access to services. 36 local CSOs and women's organizations improved their knowledge and skills on humanitarian programming and leadership and were able to meaningfully participate in the humanitarian response. [https://bit.ly/3CFWUKA] Humanitarian coordination group and refugee coordination structures integrated elements of gender mainstreaming through their work (indicators, needs assessments, response plans and reporting), and were better able to analyse and respond to the distinct needs and priorities of refugee women, men, girls and boys. [ https://bit.ly/3GZnAst ], [ https://bit.ly/3J0qVJp ]. Actors involved in the humanitarian response (UN, NGO, Government staff, local government actors, and front-line workers) gained new knowledge and skills on how to mainstream gender into their humanitarian response, about GBV prevention and response, as well as on refugee crisis management as a result of tools, guidelines and trainings. UN Women CO as part of UNCT coordination structure for humanitarian action, established and led the Gender Task Force and managed to mobilize resources from the Multi Donor Trust Fund (Women Peace and humanitarian Fund (WPHF), Swiss Development Cooperation, US Department of State and Japan as part of gender-response management of refugee crisis. A new ToC was established based on the experience gained from the previous SN (2018-2022) implementation as well as lessons learned and country's national priorities. Women in decision making, despite the the major progress, remain under-represented, still face multiple barriers, are subjected to harassment, harmful norms and stereotypes exacerbated in the context of the energy, economic and refugee crisis faced by Moldova in 2022. The new TOC will build on the more accountable, transparent, human rights-based and gender -responsive governance which will empowers all people of Moldova to participate in and contribute to development processes and humanitarian -peace nexus.

#### OUTCOME XM-DAC-41146-MDA\_D\_2.1

#### **Parliament and Government adopt and implement legislation, policies, and services that address unpaid domestic and care work and improve income security and decent work for women.**

The Outcome was partially achieved with significant results attained to the perspective of work done during the SN 2018-2022 towards the legislation, policies and services that addressed unpaid domestic and care work, improved income security and decent work for women. However, in terms of services limited progress was recorded. 300 women and men in the Parliament of the Republic of Moldova (MPs and staffers) have

access to childcare service within their place of work, which enable them to reconcile work and family responsibility, manage workload during extraordinary or long sessions in Parliament and overcome barriers to career progressing. The opening of child service in public sector - happening for first time in the history of Republic of Moldova in 2022- resulted after multi-year advocacy and paved the way to create new child spaces in the public sector (underway in the general inspectorate of police) as well as for important legislative amendments. More Women will benefit from income security as t(  
<https://multimedia.parlament.md/parlamentul-a-creat-cadrul-legal-pentru-serviciile-de-alternativa-de-ingrijire-a-copilor-cu-varsta-de-pana-la-trei-ani-%EF%BF%BC/> ). The law establishes the general framework for functioning of alternative childcare services for children up to the age of 3, it regulates the requirements, tasks and responsibilities of service providers of alternative childcare services, the way of organization and operation and the types of services, as well as the supervision and protection of the beneficiaries of these services. In line with the provisions of the Law, the secondary legislation was developed that implied modifications to the Labour and Education Law, the Tax Codes as well as the Patent law. Following the legislation changes, the Ministry of Labor and Social Protection developed a new National Action Plan on childcare with specific objectives and actions to increase enrolment of children in kindergartens and favour increased participation of women in the labor market. Parliament amended the Labor Code in March 2022 to include provisions related to pay transparency. The definitions of the equal pay for work of equal value were introduced, as well as the principle of the transparency of the salary system and obligation of employees to use the evaluation of the functions . To sustain and operationalize the legislative changes and enable increased participation of women in the labor market and reduce the gender wage gap, the Government approved in May 2022 a Roadmap on Women Economic Empowerment (WEE) and established a Working Group tasking the Economic Council under the Prime Minister Office for coordination and monitoring of implementation.( <https://moldova.unwomen.org/en/stories/comunicat-de-presa/2022/06/a-fost-lansata-foaia-de-parcurs-privind-abilitarea-economica-a-femeilor>). As stated by the president of the Parliamentary Committee on Foreign Policy and European Integration Doina Gherman &ldquo;Women&rsquo;s economic empowerment is crucial for the entire society, representing a women&rsquo;s right, and, in order to ensure it is respected, we need laws, but also policies and concrete actions. (<https://consecon.gov.md/en/2022/05/13/roadmap-on-womens-economic-empowerment-launched/> ) Although a crisis year, 21 women created new and around 90 women (including small producers) expanded their businesses, as a result of their engagement in Accelerator programme and voucher support. Women business owners and small producers increased their resilience to crisis thought trainings and mentorship on business and personal development, pre-accelerator/accelerator programmes as well as by accessing financial assistance through vouchers destined for services and equipment. About 30 women were employed or passed an internship in an IT company, and other women are using their new knowledge in their current field of work. Over 800 women and girls, including from underrepresented groups, increased their engagement in the ICT sector aiming to impact equality, independence and create better access to economic opportunities, through community and support activities, Women in Online Work Programme, free access to new created IHubs in Balti and Comrat. In line with the Roadmap for WEE, the private sector increased its commitments towards gender equality. 11 companies from Moldova officially subscribed to Women Empowerment Principles (WEPs) in 2022. CO contribution to these results offered through extensive technical and expert support in the amendment of the legislation, conducted evidenced based advocacy on the need for institutionalization of care, provided policy advice to the Parliamentary Committee on Social, Health and Family as well as to Ministry of Labor and Social Protection, relevant national institutions, CSOs. UN Women managed to partner with UNFPA and UNICEF, to assess the costs of expanding early childhood education and care and its potential impact on employment creation and women labour participation rate. The result of the assessment will be released in 2023 based on the collection of data for cost estimation of childcare and the simulations of their impact on the employment and fiscal revenue effects. Thus, the TOC of the new SN (2023-2027) was established based on the experience gained from the previous SN implementation (2018-2022) as well as lessons learned and country's national priorities

## **Parliament and Government adopt and implement laws, policies and strategies to prevent violence against women and girls and deliver quality essential services**

Although substantive progress has been recorded, the Outcome has been partially achieved. Legal and policy milestones have been attained while the delivery of quality essential services for women and girls require additional investments. Women survivors of violence received better protection from law enforcement officials in 2022 as the number of emergency barring orders issued, increased by almost three times since 2017. (5,907 Protection Order (PO) in 2022, 2,161 PO in 2017). Women and girls feel more empowered and safer as a result of the increased number of the personalized safety plans issued by law enforcement (4,843 in 2022 in comparison with previous year 3,920). 460 women survivors of violence from Cahul, Ungheni, Telenesti, Soroca, Balti, Telenesti, Stefan-Voda and Hincesti were assisted and referred to the essential services through NGO and public service providers, out of which 14 women survivors got jobs and started a new business. This is a result of the important legislative changes, holistic communication campaigns and capacity building for service providers, including development of local referral mechanisms in Violence Against Women (VAW) supported by UN Women in collaboration with Central and Local Public Authorities (LPAs), responsible partners, other CSOs and stakeholders in the field. The new legal framework (law #316) which covers all the important provisions UN Women has been working on, was approved by the Parliament in November 2022, thus building on previous legal amendments, aiming to combat violence against women and girls in line with Istanbul Convention, Committee on the Elimination of Discrimination against Women (CEDAW), and Universal Periodic Review (UPR). The amendments aimed to ensure better protection for victims of gender-based violence, with particular focus on sexual violence, from justice and law enforcement perspective. This was coupled with the approval and roll out of the Intersectoral protocol for coordinated response on VAW. In addition, the development of the first ever specialized service in Ungheni for victims of sexual violence is in progress. Two standard operating procedures (SOPs) are under Government approval and the construction works of the premises for the specialized service have been finalized. Ministry of Labour and Social Protection approved the draft concept for the new Ending Violence Against Women (EVAW) National Program on meeting the needs of women and girls' survivors of gender-based violence, which was informed by the Evaluation reports of the 1st national strategy for prevention and combating VAW and DV for 2018-2022, both supported by UN Women in partnership with national NGO's expertise coupled with CoE international expertise. Along with that, 5 small-scale programs on economic empowerment of women survivors of violence have been co-created and piloted in selected districts. MLSP and National Social Assistance Agency have available an E-learning course for social assistants on addressing and referring cases of violence against women, which will be compulsory as of January 2023. 61 people are registered and benefiting from the course by now. Over 658 professionals (518 women, 140 men) from more than 22 regions (including service providers, members of Multi-Disciplinary Teams (MDTs), educational specialists, local public authorities' representatives, football coaches, church leaders, etc.) have knowledge to respond to cases of DV, VAW; combat gender stereotypes and advance favorable social norms. Parliamentary standing Committee for Social Protection, Health and Family has an initial draft law on psychological activity in the Republic of Moldova, supported by UNW, to be presented for public consultations beginning of 2023. The Ministry of Education and Research has available an optional course "Harmonious relations in the family" for the students in grade 8 and 9, developed by a national NGO with support of UN Women, which responds to the provisions of IC on prevention of VAW, DV. Over 69 institutions and CSOs from different regions of the country have strengthened capacities in GE and EVAW through capacity development, funding, technical assistance, including on the optional course on harmonious relationships; on use of the VR innovative tool developed previously by UN Women, on violence prevention in secondary schools supported by IP, UNICEF. Over 7,000 women from vulnerable groups (over 1,000 women victims and survivors of violence, 648 women with disabilities, 561 WLHIV, 912 elderly women, 469 single mothers, 403 women from Roma community, women refugees, other women in situations of risk) from different regions of the country have increased their knowledge and skills to exercise their rights and access available services as a result of various type of support offered by UN Women and responsible

partners through capacity building, mentorship, public discussions, coupled with essential kits distribution. Last but not least, over 2,261 youth (over 1,326 girls/young women, 933 boys/young men, 2 gender diverse persons) from over 22 regions of the country have enhanced their capacity and skills on harmonious relationships, gender equality issues and ways of preventing gender-based violence (GBV) due to informative sessions using virtual reality tool, optional course integrated in the educational curriculum and other interventions implemented/supported by UN Women and responsible partners. In overall 1,400,000 interactions have been reached on social media (views, likes, etc) by the communication campaigns messages on gender equality, positive social norms, and prevention of GBV conducted by UN Women and partners. The implementation of the improved legislative framework on EVAW aligned to IC will yet require additional investments on development and providing quality essential services for women and girls survivors of violence. As the 2022 was the last year of the Strategic Plan of 2018–2022 the new SN TOC (2023–2027) was established based on the experience gained from the previous SN implementation as well as lessons learned and country's national priorities. The TOC

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### UN Coordination

As per the coordination mandate, UN Women continued to lead, promote and coordinate the UNCT efforts in advancing gender equality at country level. UN Women continued to chair the GTG holding two meetings in the reporting period. As well UN Women continued to chair the RG2 on Economic development and PSEA Task Force, co-chaired the RG1 on Governance and gender equality), and actively participating in UNCT meetings and all other thematic groups (SDG M&E Group, OMT, UNCG,) participated in UNCT meetings. Following the approval by the UNSDG of the new GTG Standards and Procedures, in 2021, the UN GTG has in place a reviewed and aligned version of the ToR, endorsed by the UNCT. UN Women and RCO led the work on the UNCT–SWAP Gender Equality Scorecard annual reporting, the report being developed, presented to the UNCT for endorsement and uploaded on the reporting platform in due time. In 2022, UNCT met or exceeded ten out of 15 performance indicators (66 %), registering an increase compared to 2021 (66% in 2021). A Comprehensive Gender Assessment, undertaken by the UNCT(UN Women, RCO, UNFPA) and the World Bank, was finalized and officially launched, which is a part of the CCA and informed the development of the new Cooperation Framework 2023–2027. The new UNSDCF 2023–2027 has been finalized and endorsed by the Government, UN Women actively participating and contributed meaningfully to the process. Since the onset of the refugee crisis and beginning of the war in Ukraine, on 24 February 2022, UN Women has engaged to respond to the crisis through the coordination and operational work. On the coordination work, a Gender Task Force was established as part of the Refugee Coordination Structure under the Refugee Coordination Model, leaded by UN Women and co-lead by the Gender Equality Platform, having 50 partners from government bodies, UN entities, International NGOs and local women's organizations. In the reporting period eight joint initiatives were implemented, out of them three were new initiatives (1.UN Women, UNFPA and UNICEF joint initiative to assess the costs of expanding early childhood education and care and its potential impact on employment creation and women Labour participation rate; 2.Joint project of UN Women, UNDP and OHCHR, financed from PBF, to facilitate an enabling environment for improved cross-river interconnection between CSOs, communities, the Peoples's Advocate and the focal point for human rights on the left bank of the Nistru river, reduced social tensions and the continuation of the fragile Transnistrian conflict settlement process in the context of growing regional and domestic geopolitical tensions exacerbated by the war in Ukraine; 3. Joint UNDP–DPPA Programme has approved seed funding for the catalytic conflict prevention activities in Moldova. UNDP and UN Women Moldova will implement activities at country level for the period of November 2022 – October 2023). ) Belarus: 35 representatives from profile Ministries namely MLSP, MoF, MoE, MoH, Ministry of Economy, Belstat, research institutions raised their awareness on GRB during an introductory thematic meeting and 8 online training session organized under the leadership of Belarus Ministry of Labour and Social Protection in partnership with UN Women, under the Joint Programme "Promoting new tools of sustainable development



budgeting that prioritize vulnerable populations in Belarus; funded by the Joint SDG Fund. Effective cooperation with UNDP Belarus was started within Rapid Integrated Assessment of state budget allocation, analyses of SDG integration in national strategic documents at national and local levels. The need to develop a mechanism for tracking finances on gender equality and women's empowerment, as per national indicator 5.c.1.1 is highlighted in recommendations 14 specialists from 9 UN entities, including members of Result Group on Gender Equitable Society, GTG, and M&E group were capacitated through series of online training sessions on Gender Mainstreaming in Programming and Budgeting, and Gender marker, carried out under coordination with ECA RO. To lead, promote and coordinate efforts on gender equality and empowerment of women in UNSDCF implementation UN Women contributed to CCA update through gender lens, coordinated preparation and submission of UNCT Belarus SWAP report, co-chaired Result group on Gender Equitable Society/GTG, participated in Task Forces on M&E, PSEA, Task Force on Vulnerable groups, participated in UNCT meetings.

## OUTCOME XM-DAC-41146-MDA\_O\_2

### Partnerships

UN Women continued its strategic dialogue and cooperation on promoting gender equality with key counterparts from the national authorities at central (State Chancellery, Ministry of Labour and Social Protection, Ministry of Foreign Affairs and European Integration, Ministry of Interior, Ministry of Defense, Ministry of Economy, Ministry of Finance, etc.) and local levels and with civil society organizations/platforms (Gender Equality Platform, National Coalition "Life without violence"). A joint retreat between UN Women team and representatives of the National Coalition Life Without Violence was held to discuss priorities, existing gaps and to strategies around potential partnership building to ensure further synergies in the area of eliminating violence against women with a particular focus on Istanbul Convention implementation. As part of the new SN development process, UN Women and CSAG representatives had a consultation meeting where the draft TOC was discussed and validated. With the onset of the refugee crisis a new stream of work was initiated, where more than 30 CSOs have partnered with UN Women, either as main partners or subcontractors, in supporting national refugee response, 5 (five) initiatives led by civil society, Women's Parliamentary Caucus Central Electoral Commission and the Centre for Continuous Electoral Training have been implemented and supported by UNW CO: Two Draft Regulations to prevent and combat sexual harassment, discrimination and bullying for EMB in Moldova has been developed by Central Electoral Commission and the Centre for Continuous Electoral Training, The need of Regulations has been identified as a result of 3 online workshops on "Gender Responsive Electoral Management"; dedicated for members of newly appointed Central Electoral Commission led by woman President, and staff of the Commission's Apparatus to improve their knowledge and acknowledged their role in promoting gender equality in elections. Women Deputies adopted the gender sensitive Resolution of the Platform of Women MPs of the Parliament of the Republic of Moldova of the 11th legislature during CAUCUS launch event. 3. The Women's Parliamentary Caucus tabled a joint bill voted into law granting mothers the right to receive maternity allowance and salary simultaneously. The cross-party Women's Parliamentary Caucus of the XI-th Legislature was re-established on June 17th with support of four UN Agencies (UN Women, UNDP, UNICEF and UNFPA) joint programme. Video spot, press release, FB post, FB stories 2 public hearings on the bill organized (non-public) Over 230 participants at the 2022 March Event of Solidarity approved a feminist manifest developed and read at the end of the March. (1) Elimination of violence against women and girls, including in times of crisis and war, (2) Ensuring a political dialogue based on respect for human dignity and human rights, (3) Inclusion of women in the negotiating table and in the process of restoring and maintaining peace, (4) Promoting women's participation in decision-making processes at all levels to ensure peace and stability (5) Punishing perpetrators and prosecuting those responsible for violence and discrimination (6) Cessation of all forms of violence In Ukraine and anywhere in the world. Among all visibility materials, the stickers with the slogan of the feminist festival contained a QR code that links to the feminist manifesto - Stop Violence and War

[<https://egalitadedegen.md/manifest/>]. The activity has been implemented by Gender Equality Platform after their request and team of feminist organizations with support of UN Women and Sweden support. In the reporting period, communication activities of the CO focused on two main directions: development work and humanitarian response, a wide variety of communication activities and materials being developed. In 2022, UN Women organized and co-organized at least 35 events both in the development and humanitarian portfolios as well as 3 campaigns: – International Women's Day – focused on women refugees from Ukraine in the context of the war in Ukraine – 16 Days campaign – during it 9 events were organized and co-organized by UN Women – a communication campaign with Ziarul de Garda, an important media outlet in Moldova, focused on the role of women in the management of the refugee crises, with 10 written human stories and 6 videos The Facebook page of UN Women Moldova reached in 2022 a total number of 16 014 followers with 3 151 new followers. The number represents an increase of 24% compared to 2021. The Twitter account has a total number of 2 414 followers with 464 new followers which represents an increase of 24% compared to 2021. The Instagram account has 2152 followers with 1024 new followers which represents a tremendous increase of 91% compared to 2021. Overall, in 2022 the three social media channels of UN Women Moldova had a total number of 20 580 followers with an average increase of 46% compared to 2021. In 2022, UN Women Moldova website had 22 619 users from whom 21 887 – new users. The website registered 52 097 pageviews. The target was surpassed by 465%. Compared to the year 2021, UN Women registered a significant increase in terms of the number of mentions in the mass media. Thus, in 2022, UN Women recorded 1102 mentions in the mass media, compared to 629 mentions in 2021. 81 different sources have published news about UN Women Moldova. Overall, 90% of news published by the media had a positive sentiment and only 10% mentions were neutral.

#### OUTCOME XM-DAC-41146-MDA\_O\_3

### High quality programmes

The output was achieved against the planned targets and plans for the 2022 and as overall SN implementation for the period of 2018–2022. The implementation of a high-quality programme in line with UN Women SP 2022–2025, UNSDCF Moldova (2018–2022) and SN of UN Women CO (2018–2022) remains the CO's top priority. The new SN for the period 2023–2027 and BWP (2023–2024) of the CO has been approved in due time with highly positive feedback received throughout the process from the ECA RO as well as HQ colleagues and highly appreciated as in-house development work done by the CO. The new SN build on the findings and recommendations from the final evaluation of the SN ended in 2022. The Government of the Republic of Moldova and the United Nations have signed, on November 24, 2022, the United Nations – Republic of Moldova Sustainable Development Cooperation Framework 2023–2027 ( UNSDCF ). The framework is aiming to help address the country's development challenges and barriers to more inclusive social and economic development in line with the national priorities outlined in the National Development Strategy (NDS) "European Moldova 2030". UN Women CO as part of UNCT were pro-active part of the development of the gender mainstreamed Cooperation Framework and strong advocate for gender equality across all situation analysis and planning stages. The UN Women CO have a new Strategic Note (SN) for the period of 2023–2027 build on the final evaluation of the SN 2018–2022 and broader consultation on the existing yet challenges on gender equality issues at country levels and the commitments assumed by the Republic of Moldova under the new status of candidate country to the European Union . The candidacy status was granted with the understanding that important steps will be undertaken by Moldova by the end of 2022, including obligations on the protection of human rights and sustaining the commitments on gender equality and ending violence against women. [1] The Government have approved a set of strategic documents aiming to improve the women returns to labour market by developing the alternative childcare solutions; enhancing the national statistical system and provides for decision-making process more sex disaggregated data. Other three drafted policy documents on National Action Plan ( NAP ) for 2023–2027 on UNSCR 1325; the new Programme on gender equality and its subsequent Action Plan for 2023–2027; strategy on Public Finance Management ( PFM ) were shared for

public consultations as well. UN Women broadly support all these processes of policy development from the situation analysis and through the drafting process to ensure better gender mainstreaming. The expert support and participatory platform offered for co-development of the strategic documents under the annual work plan implementation. 24 mayors, 15 members of the MDTs, 43 Stakeholders responsible for assisting victims/survivors of sexual violence from the local communities from districts Cahul and Ungheni, from the national authorities as well the CO staff benefited from the diverse event of capacity buildings, shared peer experiences from the EU member states ( Austria, Sweden, Romania, the Western Balkans). The gathered knowledge helps to promote better, innovative ways of working at country levels on about the good practices in mainstreaming gender equality in central and local public administration using gender responsive budgeting, on coordinated response for violence against children and gender-based violence (including sexual violence, domestic), on economic empowerment for women survivors of violence etc. [1] Opinion on the EU membership application by Moldova.

[https://ec.europa.eu/commission/presscorner/detail/en/qanda\\_22\\_3801](https://ec.europa.eu/commission/presscorner/detail/en/qanda_22_3801) . The Government of Moldova developed an Action Plan for implementation of the 9 Recommendations provided by the EU.

#### OUTCOME XM-DAC-41146-MDA\_O\_4

### Management

The proper management of financial and human resources assured during the reporting year in order to pursuit of results and targets envisaged by the AWP and the SN 2018-2022. The program portfolio of the CO increased significantly due to refugee crisis resources mobilised and the staff increased. During the 2022 a total amount of about 9 mln USD were mobilized under the SN implementation, from which 94,5% from the total mobilization are for the humanitarian and crisis support due to the conflict and war situation in Ukraine. (Women Peace and Humanitarian Actions WPHA, US Department of State, Swiss Development Agency, Peacebuilding Fund). <https://dams-oneapp.unwomen.org/> . The CO reached a number of total of 44 personnel to ensure the proper implementation of all programmatic and humanitarian work at country level and achieved a level of training compliance of 90%.